

## RECRUITMENT HIRING-ABOVE-MINIMUM AUTHORIZATION

EFFECTIVE DATE: See Unit

[General Instructions](#)**SECTION I****UNIT 1 – Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
4175	Auditor I	<b>Corporations All Other State Agencies/ All Locations</b>		\$3529 \$3048
4101	Financial Institutions Examiner	<b>Department of Financial Institutions</b>	Rg A	\$3570
4420	Insurance Examiner	<b>All State Agencies/ All Locations</b>	Rg A Rg B	\$3048 \$3010
5156	Junior Staff Analyst (General)	<b>Department of Finance Budget Division* (Eff. 7/1/00)</b>	Rg A Rg B	\$3201 \$3465
4592	Public Utilities Regulatory Analyst I	<b>Public Utilities Commission (Eff. 12/1/00)</b>	Rg A Rg B Rg C	\$3338 \$3616 \$4347
4267	Tax Auditor, BOE	<b>Board of Equalization</b>	Rg A	\$3048
4362	Tax Auditor, Franchise Tax Board	<b>Franchise Tax Board</b>	Rg A	\$3048

**UNIT 2 - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
5779	Deputy Attorney Caltrans	<b>Transportation/ Los Angeles Legal Office</b>	Rg A	\$4208

\* Only E97 designated employees are eligible for the HAM. The plus adjustment shall not be included in the base salary upon movement out of the Budget Division.

## SECTION 5:

## HIRE-ABOVE-MINIMUM AUTHORIZATION

**UNIT 3 - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
2338	Teacher – Mentally Retarded Children -	Agnews Developmental Center (Eff. 2/1/99)	Rg A Rg B Rg C Rg D Rg E Rg F	\$4257 \$4454 \$4666 \$4888 \$5116 \$5363
2275	Teacher – State Hospitals (Adult Education)	Agnews Developmental Center (Eff. 2/1/99) Southern California Facility (Eff. 8/31/00)	Rg A Rg B Rg C Rg D Rg E Rg F	\$4257 \$4454 \$4666 \$4888 \$5116 \$5363
2271	Teacher - State Hospitals (Learning Handicapped, Developmentally Disabled)	Developmental Services Southern California Facility (Eff. 8/31/00)	Rg A Rg B Rg C Rg D Rg E Rg F	\$4257 \$4454 \$4666 \$4888 \$5116 \$5363
2272	Teacher, State Hospitals (Severely Handicapped, Developmentally Disabled)	<b>Developmental Services</b> Agnews Developmental Center (Eff. 2/1/99) Lanternman (Eff. 9/1/99)	Rg A Rg B Rg C Rg D Rg E Rg F	\$4257 \$4454 \$4666 \$4888 \$5116 \$5363

**UNIT 4 - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
1741	Accounting Technician	<b>All State Agencies/</b> Alameda County		\$2589
1282	Legal Secretary	<b>All State Agencies in the following counties:</b> -Alameda -Contra Costa -Los Angeles -Marin -Orange -San Diego -San Francisco -San Mateo -Santa Clara	Rg A Rg B	\$3450 \$3623
1177	Medical Transcriber	<b>Developmental Services</b> Agnews (Eff. 9/1/99)		\$2941
1192	Scopist, Public Utilities Commission	<b>Public Utilities Commission/</b> Los Angeles & San Francisco		\$2854
3224	Senior Legal Typist	<b>All State Agencies in the following counties:</b> Alameda, Contra Costa, Los Angeles, Marin, Orange, San Diego, San Francisco, San Mateo, Santa Clara	Rg A Rg B	\$2941 \$3285

**UNIT 6 - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8221	Medical Technical Assistant (Psychiatric)	<b>Mental Health</b> Soledad (Eff. 3/1/02)  <b>Corrections</b> Soledad (Eff. 3/1/02)	Rg A Rg B Rg J Rg K	\$3345 \$4646 \$3512 \$4885
8217	Medical Technician Assistant, CF	<b>Mental Health</b> Soledad (Eff. 3/1/02)  <b>Corrections</b> Soledad (Eff. 3/1/02)	Rg A Rg B Rg J Rg K	\$3345 \$4646 \$3512 \$4885

**UNIT 7 – Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
1954	Peace Officer I, Developmental Center	<b>Developmental Services</b> Agnews (Eff. 9/1/99)		\$3695

**UNIT 9 – Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
3846	Water Resources Control Engineer	<b>State Water Resources Control Board</b>	Rg A Rg B Rg C	\$3977 \$4778 \$4778

**UNIT 12 - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
3713	Caltrans Heavy Equipment Mechanic	<b>Transportation/</b> Alameda, Los Angeles, Orange, San Bernardino, and San Diego Counties		\$3837
6831	Caltrans Heavy Equipment Mechanic Leadworker	<b>Transportation/</b> Alameda, Los Angeles, Orange, San Bernardino, and San Diego Counties		\$4050 \$4212
1552	Equipment Material Specialist	<b>Transportation/</b> Alameda, Los Angeles, Orange, San Bernardino, and San Diego Counties		\$3515
6834	Heavy Equipment Mechanic	<b>Water Resources/</b> Castaic, Pearlblossom, Bakersfield, Lost Hills, and Byron	Rg A	\$3837
1542	Senior Equipment Material Specialist	<b>Transportation/</b> Alameda, Los Angeles, Orange, San Bernardino, and San Diego Counties		\$3846

**SECTION 5:****HIRE-ABOVE-MINIMUM AUTHORIZATION****UNIT 15 - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
2258	Food Service Supervisor I	<b>Developmental Services</b> Agnews (Eff. 9/1/99)	Rg A	\$2805
2194	Food Service Technician I		Rg A	\$2343
2193	Food Service Technician II		Rg A	\$2516

**UNIT 16 – Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
7655	Dentist DMH/DDS	<b>Developmental Services</b> Agnews (Eff. 9/1/99) Porterville (Eff. 9/1/99)	Rg A Rg B Rg C Rg D	\$7965 \$9635 \$9913 \$10,147
7644	Physician and Surgeon - DMH/DDS	<b>Developmental Services</b> Southern California Facility (Eff. 8/31/00)	Rg A Rg B Rg C Rg D	\$8556 \$10,366 \$10,866 \$11,181
7652	Staff Psychiatrist – DMH/DDS	<b>Developmental Services</b> Agnews (Eff. 3/7/95) Porterville (Eff. 9/1/99) Southern California Facility (Eff. 8/31/00)	Rg A Rg B Rg C	\$10,366 \$10,866 \$11,181
7619	Staff Psychiatrist (Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)  Mental Health Soledad (Eff. 3/1/02)	Rg A Rg B Rg C	\$10,366 \$10,866 \$11,181
7616	Senior Psychiatrist (Specialist)	<b>Mental Health</b> Soledad (Eff. 3/1/02)	Rg A Rg C	\$11,181 \$11,447
9270	Senior Psychiatrist, CF (Specialist)	<b>Corrections</b> Soledad (Eff. 3/1/02)	Rg A Rg C	\$11,181 \$11,447
9272	Staff Psychiatrist, CF	<b>Corrections</b> Soledad (Eff. 3/1/02)	Rg A Rg B Rg C	\$10,366 \$10,866 \$11,181

**UNIT 17 - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8011	Health Facilities Evaluator Nurse	<b>Health Services</b> in the following counties: Alameda Contra Costa (Eff. 5/01/01) San Francisco, San Mateo, Santa Clara, Sonoma <b>Health Services</b> All other counties		\$4783        \$4371
8143	Nurse Evaluator I, Health Services	<b>Health Services</b>		\$4355
8140	Pre-Registered Nurse	<b>Corrections/San Quentin; Developmental Services/</b> All Facilities <b>Mental Health/</b> Atascadero, Napa, Patton, and Metropolitan State Hospitals <b>Veterans Affairs/</b> Veterans Home of California		\$3539        \$3398
8170	Pre-Registered Nurse, Departments of Mental Health and Developmental Services	<b>Corrections/San Quentin; Developmental Services/</b> All Facilities <b>Mental Health/</b> Atascadero, Napa, Patton, and Metropolitan State Hospitals		\$3539
8165	Registered Nurse	<b>Corrections/San Quentin,</b> California Medical Facility,	Rg A	\$3544
9275	Registered Nurse (Correctional Facility)	California Men's Colony, California Institution for Men, California Rehabilitation Center*, Norco*, Corcoran*, Avenal*, Blythe State Prisons*, California Institution for Women*; <b>Education/</b> Division of State Special Schools <b>Youth Authority/</b> Youth Training School, El Paso de Robles School  <b>Corrections/</b> Soledad (Eff. 3/1/02)	Rg B          Rg A Rg B Rg C Rg D	\$3799          \$4246 \$4555 \$4681 \$5023

\* Range B Only

**UNIT 17 – (CONTINUED) - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8165	Registered Nurse	<b>Developmental Services</b> Agnews (Eff. 2/1/99) Sonoma Developmental Center (Eff. 5/1/99) Porterville (Eff. 9/1/99) Southern California Facility (Eff. 8/31/00)	Rg A Rg B Rg C Rg D	\$4246 \$4555 \$4681 \$5023
8094	Registered Nurse (Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)  <b>Mental Health/</b> Atascadero, Patton, Metropolitan State Hospitals & Psychiatric Program Vacaville Napa State Hospital  Soledad (Eff. 3/1/02)	Rg A Rg B  Rg A Rg B  Rg A Rg B Rg C Rg D	\$4246 \$4555  \$3544 \$3799  \$3895 \$4167  \$4246 \$4555 \$4681 \$5023
8160	Health Services Specialist	<b>Developmental Services</b> Agnews (Eff. 9/1/99) Southern California (Eff. 8/31/00)		\$4783
8144	Nurse Evaluator II, Health Services	<b>Health Services</b> in the following counties: -Alameda -Contra Costa -Marin -San Francisco -San Mateo -Santa Clara -Sonoma <b>Health Services</b> And other counties; <b>Mental Health/</b> Los Angeles and Sacramento Counties		\$4783          \$4375
8213	Public Health Nurse I	<b>Health Services/Mono County</b>		\$4375
8210	Public Health Nurse II	<b>Health Services/Mono County</b>  <b>Developmental Services/</b> Agnews (Eff. 9/1/99)		\$4572  \$5253

**UNIT 17 – (CONTINUED) - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8154	Nurse Instructor	<b>Developmental Services</b>	Rg A	\$4992
8297	Public Health Nurse I DMH/DDS	Agnews (Eff. 9/1/99)		\$4783
		<b>Mental Health/</b> Soledad (Eff. 3/1/02)	Rg A Rg B	\$4783 \$5262
8227	Nurse Practitioner – DMH/DDS	<b>Developmental Services</b> Agnews (Eff. 9/1/99) Porterville (Eff. 9/1/99)	Rg A	\$5482
		Southern California Facility (Eff. 8/31/00)	Rg A Rg B	\$5482 \$6043
9700	Nurse Practitioner (Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)		\$5482
9274	Public Health Nurse I, CF	<b>Corrections</b> Soledad (Eff. 3/1/02)	Rg A Rg B	\$4783 \$5262

**UNIT 18 - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8232	Psychiatric Technician	<b>Developmental Services/</b> Porterville Developmental Center	Rg A Rg B Rg C	\$3029 \$3150 \$3277
		Sonoma Developmental Center (Eff. 5/1/99)	Rg A Rg B Rg C	\$3305 \$3450 \$3612
		Southern California Facility (Eff. 8/31/00)		
		Agnews Developmental Center (Eff. 2/1/99)		
		<b>Mental Health/Corrections</b> Soledad (Eff. 3/1/02)		



**UNIT 18 – CONTINUED - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8253	Psychiatric Technician (Safety)	<b>Developmental Services/</b> Porterville Developmental Center (Eff. 5/1/99)  <b>Mental Health</b> Soledad (Eff. 3/1/02) Napa (Eff. 5/31/02)	Rg A Rg B Rg C  Rg A Rg B Rg C	\$3029 \$3150 \$3277  \$3305 \$3450 \$3612
8233	Pre-Licensed Psychiatric Technician	<b>Developmental Services/</b> Agnews Developmental Center (Eff. 2/1/99)		\$2714
8229	Psychiatric Technician Apprentice		Rg A Rg B Rg C Rg D Rg E	\$2165 \$2231 \$2318 \$2408 \$2507
8235	Psychiatric Technician Trainee			\$2364
8237	Psychiatric Technician Trainee Candidate			\$2165
8242	Psychiatric Technician Student			\$2295
7425	Psychiatric Technician Assistant			\$2600
8231	Senior Psychiatric Technician	<b>Developmental Services/</b> Agnews (Eff. 2/1/99) Southern California Facility (Eff. 8/31/00)	Rg A Rg B Rg C	\$3741 \$3913 \$4101
8252	Senior Psychiatric Technician (Safety)	<b>Mental Health</b> Napa (Eff. 5/31/02)	Rg A Rg B Rg C	\$3741 \$3913 \$4101
8226	Psychiatric Technician Instructor	Agnews (Eff. 9/1/99)		\$5084

**UNIT 19 - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8299	Audiologist I –DMH/DDS	<b>Developmental Services</b> Agnews Developmental Center (Eff. 9/1/99)		\$5001
8277	Physical Therapist II			\$5001
9868	Psychiatric Social Worker			\$4139
9850	Psychology Associate			\$4132
9871	Social Work Associate			\$3295
9839	Senior Psychologist			\$6483
8278	Speech Pathologist II			\$5231
8315	Physical Therapist I – DMH/DDS	<b>Developmental Services</b> Agnews and Lanterman (Eff. 9/1/99)		\$4345
8309	Speech Pathologist I – DMH/DDS			\$4763
8414	Rehabilitation Therapist State Facility (Art)	<b>Developmental Services</b> Agnews and Porterville (Eff. 9/1/99)		\$3780
8420	Rehabilitation Therapist State Facility (Art - Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)		\$3780
		<b>Mental Health/Corrections</b> Soledad (Eff. 3/1/02)		\$3780
8422	Rehabilitation Therapist State Facility (Dance) (Safety)	<b>Mental Health/Corrections</b> Soledad (Eff. 3/1/02)		\$3780
8311	Rehabilitation Therapist State Facility (Music)	<b>Developmental Services</b> Agnews and Porterville (Eff. 9/1/99)		\$3599

**UNIT 19 – CONTINUED - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8321	Rehabilitation Therapist State Facility (Music – Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)		\$3599
		<b>Mental Health/Corrections</b> Soledad (Eff. 3/1/02)		\$3599
8289	Rehabilitation Therapist State Facility (Occupational)	<b>Developmental Services</b> Agnews and Porterville (Eff. 9/1/99)		\$3960
8323	Rehabilitation Therapist State Facility (Occupational - Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)		\$3960
		<b>Mental Health/Corrections</b> Soledad (Eff. 3/1/02)		\$3599
8312	Rehabilitation Therapist State Facility (Recreation)	<b>Developmental Services</b> Agnews & Porterville (Eff. 9/1/99) Southern California Facility (Eff. 8/31/00)		\$3599
8324	Rehabilitation Therapist State Facility (Recreation - Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)		\$3599
		<b>Mental Health/Corrections</b> Soledad (Eff. 3/1/02)		\$3599
2167	Clinical Dietician	<b>Developmental Services</b> Agnews Porterville		\$3861 \$3861
2172	Clinical Dietician (Safety)	<b>Developmental Services</b> Porterville (Eff. 6/6/00)		\$3861
9878	Psychologist (Health Facility - Clinical), DMH/DDS	<b>Developmental Services</b> Agnews, Lanterman and Porterville Eff. 9/1/199) Southern California Facility (Eff. 8/31/00)		\$5904
9873	Psychologist (Health Facility-Clinical-Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)		\$5904
		<b>Mental Health</b> Soledad (Eff. 3/1/02)		

**UNIT 19 – CONTINUED - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
9833	Psychologist (Health Facility-Experimental)	<b>Developmental Services</b> Agnews, Lanterman, & Porterville (Eff. 9/1/99)		\$5904
9834	Psychologist (Health Facility-Experimental-Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)		\$5904
9858	Psychologist (Health Facility-Social)	<b>Developmental Services</b> Agnews, Lanterman, & Porterville (Eff. 9/1/99)		\$5904
9864	Psychologist (Health Facility-Social-Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)		\$5904
7982	Pharmacist I	<b>Corrections</b> Soledad (Eff. 3/1/02)		\$5748
7659	Pharmacist I DMH/DDS	<b>Developmental Services</b> Agnews, Porterville and Sonoma (Eff. 9/1/99)		\$5748
		<b>Mental Health</b> Soledad (Eff. 3/1/02)		\$5748
9890	Individual Program Coordinator	<b>Developmental Services</b> Agnews and Sonoma Southern California Facility (Eff. 8/31/00) Porterville (Eff. 9/1/99)		\$3418 \$3418 \$3418
9897	Individual Program Coordinator (Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)		\$3418
8204	Occupational Therapist DMH/DDS	<b>Developmental Services</b> Agnews, Lanterman, Porterville and Sonoma (Eff. 9/1/99)		\$3960
9868	Psychiatric Social Worker - HF	<b>Developmental Services</b> Southern California Facility (Eff. 8/31/00)		\$4139

**UNIT 19 – CONTINUED - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
9869	Psychiatric Social Worker – HF (Safety)	<b>Mental Health</b> Soledad (Eff. 3/1/02)		\$4139
9282	Psychiatric Social Worker. CF	<b>Corrections</b> Soledad (Eff. 3/1/02)		\$4139
9849	Psychologist (Clinical)	<b>Corrections</b> Soledad (Eff. 3/1/02)		\$5904
		<b>Mental Health</b> Soledad (Eff.3/1/02)		\$5904
9287	Senior Psychologist, CF (Specialist)	<b>Corrections</b> Soledad (Eff. 3/1/02)		\$6483
9283	Psychologist Clinical, CF	<b>Corrections</b> Soledad (Eff. 3/1/02)		\$5904
9286	Recreation Therapist, CF	<b>Corrections</b> Soledad (Eff. 3/1/02)		\$3599
9281	Physical Therapist I,CF	<b>Corrections</b> Soledad (Eff. 3/1/02)		\$4345

**UNIT 20 - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
7928	Clinical Laboratory Technologist	<b>Mental Health/</b> Atascadero and Metropolitan State Hospitals	Rg A	\$4140
8128	Dental Hygienist	<b>The Veterans Home of California</b>		\$3695
9316	Respiratory Care Practitioner, Correctional Facility	<b>Corrections/California</b> Medical Facility	Rg A Rg B Rg C	\$3015 \$3143 \$3282
8300	Respiratory Care Practitioner, Departments of Mental Health and Developmental Services	<b>The Veterans Home of California</b> <b>All State Hospitals</b> <b>All Developmental Centers</b> (Except Agnews) Agnews (Eff. 9/1/99)	Rg A Rg B Rg C  Rg A Rg B Rg C	\$3015 \$3143 \$3282  \$3465 \$3616 \$3780
8298	Teaching Assistant DMH/DDS	Agnews (Eff. 9/1/99)		\$2626
8276	Respiratory Care Practitioner		Rg A Rg B Rg C	\$3015 \$3143 \$3282
8286	Licensed Vocational Nurse, Departments of Mental Health and Developmental Services	<b>Developmental Services/</b> Agnews Developmental Center (Eff. 2/1/99) Sonoma Developmental Center (Eff. 3/2/99) Porterville (Eff. 9/1/99) Southern California Facility (Eff. 8/31/00)		\$2967
8274	Licensed Vocational Nurse (Safety)	<b>Developmental Services</b> Porterville (Eff. 8/1/00)		\$2967
8264	Assistive Technology Specialist I	<b>Developmental Services</b> Agnews (Eff. 9/1/99)		\$3788
8234	Assistive Technology Specialist II	Agnews (Eff. 9/1/99)		\$3977
7656	Dental Assistant DMH/DDS	Agnews (Eff. 9/1/99)	Rg A	\$2735
8128	Dental Hygienist	<b>Developmental Services</b> Agnews and Porterville (Eff. 9/1/99)		\$3879

**UNIT 20 – CONTINUED - Effective 07/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
8292	Occupational Therapy Assistant	<b>All State Hospitals/</b> Developmental Centers		\$2779
8290	Occupational Therapy Assistant (Safety)	<b>Developmental Services</b> Porterville (Eff. 5/23/00)		\$2779
8272	Physical Therapy Assistant	<b>All State Hospitals/</b> Developmental Centers		\$2888
9820	Support Services Assistant (Interpreter)	<b>All State Agencies</b> All Locations	Rg A Rg B Rg C	\$3367 \$3513 \$3843

**EXCLUDED - Effective 10/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
1864	Medical Record Director	<b>Developmental Services/</b> Sonoma Developmental Center (Eff. 5/1/99) Agnews, Lanterman and Porterville (Eff. 9/1/99)		\$4449
8384	Assistant Chief Central Program Services	<b>Developmental Services</b> Agnews (Eff. 9/1/99)		\$5461
8328	Standards Compliance Coordinator			\$5713
1955	Peace Officer II Developmental Center			\$4056
2256	Food Service Supervisor II			\$3477
7577	Medical Director, State Hospital/Developmental Center	<b>Mental Health/Vacaville</b> State Hospital <b>Developmental Services</b> Agnews (Eff. 9/1/99)	Rg A Rg C	\$11,805 \$11,865
8302	Audiologist II – DMH/DDS	<b>Developmental Services</b> Agnews (Eff. 2/1/99)		\$5240
7594	Medical Director State Hospital/Developmental Center CEA	<b>Developmental Services</b> Agnews (Eff. 9/1/99)	Rg A Rg C	\$11,805 \$11,865
8132	Assistant Coordinator Nursing Services			\$5515
8156	Nursing Coordinator			\$5515
8155	Psychiatric Nurse Education Director			\$5485
8161	Supervising Registered Nurse			\$5038
8133	Coordinator of Nursing Services			\$6202
8266	Program Assistant – Developmental Disabilities Programs	<b>Developmental Services</b> Agnews (Eff. 9/1/99)		\$5671
8230	Unit Supervisor	Agnews (Eff. 9/1/99) Southern California Facility (Eff. 8/31/00)		\$5088
4738	Business Manager II	Southern California Facility (Eff. 8/31/00)		\$6409
9825	Supervisor, Vocational Services			\$4349
8268	Program Director – Developmental Disabilities Programs	Agnews (Eff. 9/1/99) Southern California Facility (Eff. 8/31/00)		\$6264



**EXCLUDED - (CONTINUED) - Effective 10/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
7981	Pharmacist II	Agnews (Eff. 9/1/99)		\$6312
7996	Pharmacy Services Manager			\$6958
8295	Assistive Technology Supervisor			\$4377
8183	Respiratory Care Supervisor			\$4116
5268	Assistant Finance Budget Analyst	<b>Department of Finance</b> Budget Division* (Eff. 7/1/00)		\$4365
8225	Senior Medical Technician (Psychologist)	<b>Mental Health</b> Soledad (Eff. 3/1/02)  <b>Corrections</b> Soledad (Eff. 3/1/02)		\$5353
8215	Senior Medical Technician	<b>Mental Health</b> Soledad (Eff. 3/1/02)  <b>Corrections</b> Soledad (Eff. 3/1/02)		\$5353
7609	Senior Psychiatrist (Supervisor)	<b>Mental Health</b> Soledad (Eff. 3/1/02)	Rg A Rg C	\$11,181 \$11,447
9271	Senior Psychiatrist, CF (Supervisor)	<b>Correction</b> Soledad (Eff. 3/1/02)	Rg A Rg C	\$11,181 \$11,447
7612	Chief Psychiatrist, CF	<b>Corrections</b> Soledad (Eff. 3/1/02)	Rg B Rg C	\$11,530 \$11,692
8096	Supervising Registered Nurse (Safety)	<b>Mental Health</b> Soledad (Eff. 3/1/02)		\$5038
9317	Supervising Registered Nurse I, CF	<b>Corrections</b> Soledad (Eff. 3/1/02)		\$5038
8101	Nursing Coordinator (Safety)	<b>Corrections</b> Soledad (Eff. 3/1/02)  <b>Mental Health</b> Soledad (Eff. 3/1/02)		\$5515

\* The plus adjustment shall not be included in the base salary upon movement out of the Budget Division.

**EXCLUDED - (CONTINUED) - Effective 10/01/03**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
9288	Senior Psychologist, CF (Supervisor)	<b>Corrections</b> Soledad (Eff. 3/1/02)		\$6807
9859	Chief Psychologist, CF	<b>Corrections</b> Soledad (Eff. 3/1/02)		\$7509
7981	Pharmacist II	<b>Corrections</b> Soledad (Eff. 3/1/02)  <b>Mental Health</b> Soledad (Eff. 3/1/02)		\$6312

**GENERAL INSTRUCTIONS**  
**FOR SECTION I**

- A. Salaries for individuals hired under Section I of this authorization are a "plus" adjustment and will be shown as the base salary and a "plus" adjustment on the appointment documents. The base salary is the rate in which the employee is entitled to receive by applying the appropriate salary regulations. The plus rate is the rate the employee receives to equal the Hiring-Above-Minimum (HAM) Total Salary.
- B. The "plus" adjustment under this authorization is continued as employees receive merit salary adjustments.

**EXAMPLE**

1. Prior to 03/02/04:

\$2397	\$2508	\$2630	\$2755	\$2885
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As of 03/02/04:

The HAM rate = \$2630
\$2397 + \$233 = \$2630

How Merit Salary Adjustments are calculated:

1 <sup>st</sup> MSA	(a) $1.05 \times \$2397 = \$2517$ (New Base)
	(b) $1.05 \times \$2630 = \$2762$ (New Total)
	(c) \$2762 (New Total)
	- <u>\$2517</u> (New Base) \$ 245 (New Plus)

2 <sup>nd</sup> MSA	(a) $\$2517 + \$245 = \$2762$ (Old Total)
	(b) $1.05 \times \$2517 = \$2643$ (New Base)
	(c) $1.05 \times \$2762 = \$2900$ (New Total); \$2900 exceeds max, reduce the "Plus"
	(d) \$2885 (Max) - <u>\$2643</u> (New Base) \$ 242 (New Plus)

3 <sup>rd</sup> MSA	(a) $\$2643 + \$242 = \$2885$ (Old Total)
	(b) $1.05 \times \$2643 = \$2775$ (New Base)
	(c) \$2885 (Max)
	- <u>\$2775</u> (New Base) \$ 110 (New Plus)

4 <sup>th</sup> MSA	(a) \$2885 (Max), No Plus
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2. Determining the HAM rate when base salary rate is above the minimum.
  - a. Employee's base salary rate is \$2517.
  - b. To determine the plus adjustment, subtract the employee's base salary rate from the total HAM rate.  
$$\$2630 - \$2517 = \$113$$
  - c. Employee's total salary rate is:  
$$\$2517 + \$113 = \$2630$$
- C. Special in-grade salary increases for incumbents of classes in Section I are not allowed.
- D. Any present employees, upon the effective date of a HAM authorization for a class and location who are receiving salaries lower than the approved "HAM" may receive a "Plus" adjustment to equal the approved "HAM TOTAL SALARY." Employees receiving an increase based on the approved HAM shall receive a new salary anniversary date as of the effective date of the HAM authorization pursuant to DPA Rule 599.683. Example: Effective January 1, 2004, a class in Los Angeles is approved for a HAM authorization to total \$2350, the minimum of the class is \$2000 with a plus of \$350 to equal a HAM TOTAL SALARY of \$2350. All employees receiving a salary in the class and location lower than \$2350 may receive a plus adjustment on their base salary to equal the \$2350 HAM TOTAL SALARY. If an employee receives an increase, their salary anniversary date shall be adjusted as of the January 1, 2004 effective date of the HAM authorization. Employees in the class and location at or above the \$2350 salary rate shall receive no HAM adjustment.
- E. A HAM authorization granted for a local recruitment difficulty is for that location only. If an employee leaves the area approved for a HAM, the HAM is cancelled and the employee's salary is restored based on service in the class without the plus adjustment; and, however, if the employee has served a minimum of two (2) years in the class, use the employee's combined salary rate (base salary and "plus") for the new "base" salary upon movement. If an employee moves from an area not authorized for a HAM to a HAM authorized area, the employee may receive a plus salary equal to incumbents with comparable service in the new location. If the employee receives an increase, a new salary anniversary date is established effective the date the employee moves to the HAM location pursuant to DPA Rule 599.683. When a HAM authorization expires or is terminated, employees shall retain their HAM rate, their salaries are not affected by cancellation of the HAM.
- F. When computing the salary for an employee who moves to another class with a higher salary range, use the combined salary rate (base salary and "plus") to compute the new appointment rate. On such a move, a new "plus" adjustment is not authorized except when the new class has an authorized HAM and the promotional rate is less than the authorized HAM rate.

- G. When computing the salary for an employee who moves by appointment from an employment list or as a result of Board action to a class with substantially the same salary range, use the employee's combined salary rate (base salary and "plus") to compute the appointment rate.
- H. When computing the salary for an employee who moves to a class with substantially the same or a lower salary range other than by appointment from an employment list, use the employee's base salary rate to compute the appointment rate. If the employee has served for a minimum of two (2) years in the "FROM" class, use the employee's combined salary rate (base salary and "plus") to compute the appointment rate.
- I. Alternate range movement for a class receiving a HAM will be calculated by multiplying the base salary rate and the total salary rate by the salary increase authorized under the established alternate range criteria. The new plus adjustment is calculated by subtracting the base salary rate from the total salary rate.

Example: The alternate range criteria authorizes salary movement based on DPA Rule 599.676.

Employees current base salary rate = \$2397.

Employees current plus rate = \$233.

Employees current total salary rate = \$2630.

$\$2397 \times 1.05 = \$2517$ . (New Base)

$\$2630 \times 1.05 = \$2762$ . (New Total)

$\$2762 - 2517 = \$245$ . (New Plus)

If the "TO" alternate range also has a HAM, and the employee's new rate is less than the HAM rate, then a new "plus" is established accordingly (see Section D. above).

When movement is based on DPA Rule 599.681, find the dollar difference between the maximum salary rates of the alternate ranges and add to both based on salary and total salary. The new plus adjustment is calculated by subtracting the new base salary rate from the new total salary rate.

- J. The salary rate paid to employees who are reinstating after separation from a class authorized a "plus" salary adjustment is determined by the Department of Personnel Administration Regulation 599.677. Generally, employees should be rehired under the hiring-above-minimum authorizations in effect at the time of rehire. However, reinstated employees may be hired at a rate equivalent to the rate they last received, adjusted for any salary range changes which occurred during the period of separation. Departments using their discretionary authority should consider the employee's value to the State and equity among employees in the class.
- K. The rate authorized under Section I will be honored for any individual to whom a firm job commitment is made during the effective period of this authorization if the individual reports to work not later than 30 calendar days after cancellation of this authorization.

**SECTION II****EXCLUDED**

<b>Class Code</b>	<b>Class</b>	<b>Department Location(s)</b>	<b>Range</b>	<b>Hiring-Above-Minimum Total Salary Rate</b>
7547	Chief Medical Officer Correctional Facility	<b>Corrections</b> /Northern California Women's Facility	Rg A	\$11,530

## INSTRUCTION FOR SECTION II

Rates for individuals hired under Section II of this authorization will be shown as the base on the appointment documents.